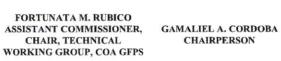
## ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET FY 2025

Sequence No.: 2025-019719				
Organization: Commission on Audit				Organization Category: National Government, Constitutional Office
Organization Hierarchy: Commission	on Audit			
Total Budget/GAA of Organization:	13,417,340,000.00			
Total GAD Budget	1,619,850,719.70	Primary Sources	1,619,850,719.70	
		Other Sources	0.00	
% of GAD Allocation:	12.07%			

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
1	2	3	4	5	6	7	8	9

## CLIENT-FOCUSED ACTIVITIES







Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Uni /Office
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Section 36 of the Magna Carta of Women (RA 9710) and Section 37 of its IRR requires COA to conduct annual audit on the use of GAD budget of all government agencies	Government agencies may not use GAD funds judiciously which may result in inefficient and ineffective interventions to address gender issues	Favorable as well as unfavorable observations were noted in the conduct of GAD Funds of audited agencies as stated in the Annual Audit Reports (AARs) and Management Letters (MLs)	MFO: Auditing Program	Conduct audit of GAD funds and activities in accordance with the prescribed guidelines. Include the results of audit (favorable and unfavorable observation) of GAD funds and activities in the AARs and MLs	Number of AARs and MLs transmitted to COA from the national, local and corporate agencies- 100% of AARs and MLs transmitted to COA from the national, local and corporate agencies  Significant increase of the positive findings and decrease by 10% per annum of the negative findings relative to GAD funds utilization as shown in the Annual Audit Report (AARs) and Management Letters (MLs) submitted to COA- Increase of the positive findings and decrease by 10%	PS 1,183,670,880.32 MOOE 2,402,600.00	GAA GAA	Regional GAD





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2	Section 36 of the Magna Carta of Women (RA 9710) and Section 37 of its IRR requires COA to conduct annual audit on the use of GAD budget of all government agencies	Government agencies may not use GAD funds judiciously which may result in inefficient and ineffective interventions to address gender issues	Audit of GAD funds effectively and efficiently conducted and reported by COA	MFO: Auditing Program	Prepare a region-wide consolidated report on the results of audit of GAD funds and activities for submission to COA Central Office with the over-all recommendations relative to the compliance by auditees with MCW and its IRR, and implementation of GAD programs, activities and projects	No. of consolidated/submitted report in the Audit of GAD funds to COA Central Office- 100% of consolidated/submitted report to COA Central Office	PS 67,279,511.91 MOOE 1,635,300.00	GAA GAA	Regional GAD
3	Lack of Capacity building in the utilization/attribution of GAD Funds among auditees / agencies	Need to strengthen the capability of agency officials/ personnel on proper utilization/ attribution of GAD funds	To enhance awareness of agency personnel and officials on the proper utilization of GAD funds to avoid audit suspensions and disallowances	MFO: Auditing Program	Conduct training on GAD Planning, Budgeting and Auditing of agency personnel	No. of online/in-person seminars/trainings conducted on GAD Planning, Budgeting and Auditing which includes the Revised Guidelines on the Audit of GAD funds-100% of seminars/trainings were conducted	PS 1,212,822.03 MOOE 82,000.00	GAA GAA	Regional GAD Training and Advocacy Committee





REVIEWED AND ENDORSED THROUGH THE GMMS

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Un /Office
	1	2	3	4	5	6	7	8	9
1	Lack of Capacity building in the utilization/attribution of GAD Funds among auditees / agencies	Need to strengthen the capability of agency officials/personnel on proper utilization/ attribution of GAD Funds	Auditees are capacitated in the utilization/ attribution of GAD Funds	MFO: Auditing Program	Provision of technical assistance to client-agencies clarify provisions of COA Circular on the Audit of GAD Fund Audit	No. of Resource Persons authorized to lecture for agency seminars/trainings- 100% of Resource Persons authorized	PS 120,208.23 PS 45,570,709.35	GAA GAA	Regional GAD Secretariat
						No. of Client agencies/auditees responded to/assisted in the audit of GAD Funds and Activities- 100% Client agencies/auditees responded to/assisted in the audit of GAD Funds and Activities			
	Lack of monitoring of GAD Programs Activities and Projects (PAPs) and follow through action plans	A need to monitor the GAD PAPs based on Approved GAD Plan and Budget (GPB)	Implementation of GAD PAPs effectively monitored	MFO: Auditing Program	Prepare a consolidated report on the monitoring of implementation of GAD PAPs per agency and submit the same to the COA GFPS Technical Working Group	Percentage of implementation of GAD PAPs- 100% GAD PAPs implemented based on the approved GPB	PS 286,817.30 MOOE 13,000.00	GAA GAA	Regional GAD





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	1	2	3	4	5	6	7	8	9
6	Section 18 of the Magna Carta of Women (MCW) and CSC Resolution No. 1000432 provide for special leave benefits for women who have undergone surgery for gynecological disorders	Limited knowledge of COA personnel on Special Leave Benefits for women who have undergone surgery for Gynecological disorders	Heightened awareness of COA women personnel on the entitlement of leave and other benefits to beavailed of if afflicted and undergone surgery for gynecological disorders	MFO: General Administration and Support	Conduct orientations and fora on the benefits and privileges attributed to Sec. 18 of the MCW	No. of orientation /fora conducted during the year - At least one orientation/forum conducted during the year  No. of participants in the seminar/fora on benefits/privileges under Section 18 of the MCW-At least 50 personnel	PS 165,506.82 MOOE 7,500.00	GAA GAA	Regional GAD
7	Section 18 of the Magna Carta of Women (MCW) and CSC Resolution No. 1000432 provide for special leave benefits for women who have undergone surgery for gynecological disorders	Limited knowledge of COA personnel on Special Leave Benefits for women who have undergone surgery for Gynecological disorders	Heightened awareness of COA women personnel on the entitlement of leave and other benefits to beavailed of if afflicted and undergone surgery for gynecological disorders	MFO: General Administration and Support	Provide employees adequate information and services on the availment of Special Leave Benefits	No. of applications received, evaluated, reviewed, and approved on the availment of Special Leave Benefits for Women under Republic Act No. 9710 100% of applications received were evaluated and reviewed	MOOE 6,942,759.74 PS 202,788.44	GAA GAA	Personnel Welfare Committee Regional GAD





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	1	2	3	4	5	6	7	8	9
8	Executive Order No. 340, Section 1. Day Care Services and Their Coverage All National government Agencies and Government-Owned and Controlled Corporations shall provide day care services to children of their employees under five years of age. These services shall provide either within their office facilities or in the areas accessible and/or acceptable to their parents. Such services shall accommodate children, aged 5 years and below, of employees with no competent household help	There is a need to establish COA Day Care Center to support COA employees with children 5 years old and below to balance reproductive and productive tasks	Enhanced support for women and men employees of COA with children 5 years of age and below and who need to balance reproductive and reproductive roles	MFO: General Administration and Support	Attend Training/Seminars for Day Care teachers	No. of Training Programs/Seminars attended by Day Care Teachers - At least 2 Training Programs/Seminars per Day Care Teacher	MOOE 58,032.00	GAA	Personnel Welfare Committee





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	1	2	3	4	5	6	7	8	9
9	Executive Order No. 340, Section 1. Day Care Services and Their Coverage All National government Agencies and Government-Owned and Controlled Corporations shall provide day care services to children of their employees under five years of age. These services shall provide either within their office facilities or in the areas accessible and/or acceptable to their parents. Such services shall accommodate children, aged 5 years and below, of employees with no competent household help	There is a need to establish COA Day Care Center to support COA employees with children 5 years old and below to balance reproductive and productive tasks	Enhanced support for women and men employees of COA with children 5 years of age and below and who need to balance reproductive and reproductive roles	MFO: General Administration and Support	Renovate COA Day Care Center (CDCC) in Central Office	Renovated CDCC extension in CY 2025 Acquired fixtures and equipments for day care use: 1. chairs and tables 2. white board 3. multimedia projector	MOOE 4,810,000.00	GAA	Personnel Welfare Committee





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10	Republic Act No. 10028 (An Act expanding the Promotion of Breastfeeding) Section 11 states the establishment of Lactations in all health and non-health facilities, establishments or institutions	In CY 2023, 105 COA employees availed of solo parent leave to provide assistance to their children	Heightened awareness of COA personnel on the entitlement to Solo Parent Leave	MFO: General Administration and Support	Process and approve solo parent leave	No. of applications processed and approved for solo parent leave- 100% of the applications for solo parent leave have been successfully processed	PS 150,000.00	GAA	Personnel Welfare Committee
11	Republic Act No. 10028 (An Act expanding the Promotion of Breastfeeding) Section 11 states the establishment of Lactations in all health and non-health facilities, establishments or institutions	There is foreseen surge in the number of employees in the reproductive age to due mass hiring between the age of 20-39	To provide Lactation Station and maintenance thereof	MFO: General Administration and Support	Establish and Maintenance of Lactation Area in the Regional Offices	Renovate lactation station in MDU-HRMO, COA Central Office 1 lactation station in MDU-HRMO, COA Central Office.  No. of Established and maintained lactation station/area in the Regional Offices - 1 establish lactation station in the Regional Office (RO X) and maintained Lactation Station in Region IV-A	MOOE 424,385.15 PS 13,181.92	GAA GAA	Central Office Regional GAD





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12	Rule VI Institutional Mechanisms Sector 37 (C) - Creation and/or Strengthening of GAD GFPs	The GAD GFPS and Sub-Committees do not have a common perspective on the GAD issues and concerns	Strengthen GAD Focal Point System and Sub Committees at the Central/ Regional Offices	MFO: General Administration and Support	Conduct periodic meetings with the TWG/GFPS to coordinate efforts and advocate for the integration of GAD perspective in all their systems and processes	No. of attendees in Central/ Regional Office- All Central/ Regional Office GAD members attended each meetings No. of meetings of the Central and Regional GFPS conducted - At least 2 meetings conducted	PS 1,471,703.87 MOOE 144,061.56 PS 444,583.88 MOOE 1,842.57	GAA GAA GAA	Central Office Regional GAD





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	1	2	3	4	5	6	7	8	9
13	Proclamation No.227 mandates the observance of National Women's Month (NWM) with the appropriate ceremonies and activities wherein the COA continuously support the NWM to heighten of COA staff members' awareness on gender equality, women empowerment, and respect for human rights of women	There is a need of continuous support on the observance of the National and International Womens Month and strengthen gender mainstreaming in COA under the MCW and other international conventions on gender equality, women empowerment, respect for human rights and the SDGs	NWM celebration conducted focusing on gender equality, women empowerment and respect for human rights	MFO: General Administration and Support	Identify conduct and participate in GAD related project and activities that are geared towards gender equality, women empowerment, and respect for human reproductive rights particularly aligned to the theme for the celebration of the National and International Women's Month	No. of meetings conducted in preparation of 2023 NWM- 100% of meetings conducted in preparation of 2023 NWM  No. of personnel involved in the preparation and implementation of the programs of activities based on the office orders issued for the purpose-100% of involved in the preparation and implementation of the programs of activities based on the office orders issued for the purpose	PS 373,817.23 MOOE 207,315.55 PS 240,536.89 MOOE 1,917.36	GAA GAA GAA	Regional GAD Secretariat





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	1	2	3	4	5	6	7	8	9
14	Proclamation No.227 mandates the observance of National Women's Month (NWM) with the appropriate ceremonies and activities wherein the COA continuously support the NWM to heighten of COA staff members' awareness on gender equality, women empowerment, and respect for human rights of women	There is a need of continuous support on the observance of the National and International Womens Month and strengthen gender mainstreaming in COA under the MCW and other international conventions on gender equality, women empowerment, respect for human rights and the SDGs	NWM celebration conducted focusing on gender equality, women empowerment and respect for human rights	MFO: General Administration and Support	Participate in activities organized by COA Central Office GFPS /Attend activities sponsored/hosted by the Regional Development Council/Regional GAD	No. of attendees in the NWM events and activities organized in the Central Office and Regional Offices- 100% of COA personnel involved attend the events and activities organized in the Central Office and Regional GAD	MOOE 769,674.34 PS 9,395,412.22	GAA GAA	Central Office Regional GAD





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	1	2	3	4	5	6	7	8	9
15	Proclamation No.227 mandates the observance of National Women's Month (NWM) with the appropriate ceremonies and activities wherein the COA continuously support the NWM to heighten of COA staff members' awareness on gender equality, women empowerment, and respect for human rights of women	Employees are given limited time to participate in discussions/talks/fora about gender equality, women empowerment, and respect for human rights sponsored by COA, PCW and other organizations	NWM celebration conducted focusing on gender equality, women empowerment and respect for human rights	MFO: General Administration and Support	Participate in events organized by PCW and other agencies and institutions such as parade and symposiums in support to the National Women's Month celebration/Attend events organized by PCW and other government and non-government agencies and institutions on gender equality, women empowerment and respect for human rights	No. of participants in NWM attended the events organized by PCW and other agencies - 100% participants attended in the the events organized by PCW and other agencies	PS 5,656,841.73 MOOE 86,200.00	GAA GAA	Regional GAD Central Office
16	Section 36 (b) of the Magna Carta of Women requires all government agencies to establish or strengthen their GAD Focal Point System or similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency	COA GFPS need to ensure the achievement of GEWE in the workplace	COA GFPS ensures the achievement of GEWE in the workplace	MFO: General Administration and Support	Participate in the annual sessions of the UNCSWs upon invitation of PCW	No. of attendees to the UNCSWs upon invitation of PCW- 100% of attendees attended the UNCSWs upon invitation of PCW	518,342.00 83,909.81	GAA GAA	Secretariat





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17	Republic Act No. 11210 (105-Day Expanded Maternity Leave Law) recognizes the womens maternal function as social responsibility, thus institutionalizes a mechanism to expand the maternity leave period of women workers to provide them with ample transition time to regain health and overall wellness before resuming paid work	With COA's profile gearing towards younger generation, a surge in the availment of maternity and paternity leave are expected in the COA.	To provide availment of maternity and paternity leave benefits for female employees and qualified male employee	MFO: General Administration and Support	Leave benefits afforded to employees availing of paternity and maternity leaves	No. of application for the availment of leave benefit - 100% of application process and approve leave benefit	199,142,116.28 2,831,906.74	GAA GAA	Central Office Secretariat





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18	Section 6.2 of Joint Memorandum Circular (JMC) 2013-01 emphasizes the need for Local Government Units (LGUs) and regional offices to document and publish their GAD-related programs, projects, and activities (PPAs). The circular encourages to establish systems for GAD monitoring and evaluation, including creating of GAD websites.	Regional offices need to publicly and transparently report how the GAD budget is being used	This promotes accountability in terms of regional spending and implementation of gender-related programs.	MFO: General Administration and Support	Creation of the GAD Regional Websites template	GAD Regional Website development and maintenance - 100% developed and established	202,788.44	GAA	Database and Website Development and Maintenance Committee
19	COA Resolution No. 2014-034 dated December 22, 2014, adopting the Revised Guidelines on Grievance Settlement of the COA.	Based on the 2024 GAD online survey, 259 participants believed that the facilities and languag used at COA are not gender-sensitive.	Increased awareness of COA personnel in addressing gender issues that may fall under the jurisdiction of COA Grievance Machinery pursuant to COA Resolution No. 2014-034, dated December 22, 2014.	MFO: General Administration and Support	Conduct a webinar/seminar on COA Grievance to educate COA employees about gender issues that may be filed before the COA Central Office Grievance Settlement Committee.	No. of COA employees attended the webinar/seminar on COA Grievance - at least 20 personnel	250,000.00	GAA	Personnel Welfare Committee





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20	COA Resolution No. 96-0003, dated Sept. 24, 1996, as amended, re. reimbursement of hospital and medical expenses incurred under Section 699 of the Revised Administrative Code (RAC) of the Philippines, as amended.	Based on the 2024 GAD online survey, 753 female participants are not aware of the benefit under Sec. 699 of the RAC, under which they can avail of financial benefits on account of a gynecologic cancer and other gynecological diseases that are deemed work-related.	Processed and approved financial requests in relation to Section 699 of the RAC of the Philippines, as amended, on account of gynecologic cancer and other gynecological diseases that are deemed work-related.	MFO: General Administration and Support	Reimburse Hospital and Medical Expenses Incurred on Account of Gynecologic Cancer	No. of female availed financial assistance - 100% of female employees availed of the financial assistance under Sec. 699 of the RAC of the Philippines, as amended, on account of gynecologic cancer or other gynecological diseases that are deemed work-related.	200,000.00	GAA	Personnel Welfare Committee
21	Section 37-C of the Implementing Rules and Regulations (IRR) of the MCW provides that all concerned government agencies and instrumentalities mentioned above shall establish or strengthen their GFPS or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency	The GAD GFP Subsystem and Sub-Committees lack a shared perspective on GAD issues and concerns in the central and regional office, leading to inconsistencies in gender-responsive planning and implementation	Establish a common understanding of GAD issues and concerns among the GAD GFP Subsystem and Sub-Committees in the Central Office and region and to enhance consistency in gender-responsive planning and implementation	MFO: General Administration and Support	Conduct Annual Assessment/Planning Conference	No. of attendees to the Annual Assessment/ Planning Conference- at least 93% of all GFPS Members in the Central and Regional Offices attended	MOOE 87,207.46 PS 3,930,065.94	GAA GAA	Regional GAD Central Office





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22	Section 37-C of the Implementing Rules and Regulations (IRR) of the MCW provides that all concerned government agencies and instrumentalities mentioned above shall establish or strengthen their GFPS or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency	Lack of regular planning and performance reviews limits the effective assessment and improvement of gender-responsive programs, leading to gaps in addressing GAD issues	Strengthen GAD Focal Point System and Sub Committees at the Central/ Regional Offices	MFO: General Administration and Support	Conduct monitoring and performance review on the implementation of the GAD Plan and Budget	No. of GPBs and GAD ARs submitted to Central Office for inclusion in the consolidation- All RGAD and Central Office committees  No of Report on monitoring and performance review conducted - 1 Report on monitoring and performance review	78,813.27 1,842.57 35,049.96 2,000.00	GAA GAA GAA	Regional GAD Central Office





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23	Section 36-C of Republic Act 9710 or the Magna Carta of Women Act of 2009 mandates the Generation and Maintenance of Gad Database. All departments, including their attached agencies, offices, bureaus-state universities and colleges, government-owned and and controlled corporations, local government units, and other government instrumentalities shall develop and maintain a GAD database containing gender statistics and sex-disaggregated date that have been systematically gathered, regularly updated, and subjected to gender analysis for planning, programming, and policy formulation	Lack of a well-maintained GAD database could be insufficient or inaccurate data on gender inequality	Reliable and factual data as bases for planning, budgeting, programming and policy formulation	MFO: General Administration and Support	Issue a memorandum to all new recruits requiring the completion of the GAD Survey Questionnaire for consolidation and analysis, to be used in improving gender-responsive planning and activities	No. of personnel responded to the survey questionnairedistributed-100% of target personnel responded the survey	MOOE 56,000.00 PS 808,777.70	GAA GAA	Database and Website Development and Maintenance Committee Regional GAD





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24	Minimal COA participation and limited awareness on gender equality, women empowerment, and respect for human rights of women	COA women employees are not fully aware of their rights which are spelled out in the laws related to gender and development.	Heightened awareness of COA employees on gender equality, women empowerment and respect for human rights	MFO: General Administration and Support	Disseminate advocacy materials to promote awareness on anti-violence/ safety of women and children, and to empower women to protect themselves and their children from violence/harassment	No. of advocacy materials on VAW and SH disseminated to COA employees- 100% of advocacy materials on VAW and SH disseminated to COA employees	7,424.27 34,000.00	GAA GAA	Regional GAD Central Office
25	Minimal COA participation and limited awareness on gender equality, women empowerment, and respect for human rights of women	Employees are given limited time to participate in discussions/talks/fora about gender equality, women empowerment, and respect for human rights sponsored by COA,PCW and other organizations	NWM celebration conducted focusing on gender equality, women empowerment and respect for human rights	MFO: General Administration and Support	Conduct forum related to women's rights/campaign	Number of participants to the COA Men Opposed to Violence Everywhere (MOVE) Convention and General Assembly - at least 20 participants	9,500.00 193,206.59	GAA GAA	Regional GAD





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26	Limited awareness of COA personnel in addressing sexual harassment, discrimination and other forms of violence against women	Limited capacity of existing mechanisms to promote anti-VAW and anti -SH advocacy as well as limited capacity to address SH cases	Increased awareness of COA employees' human rights on the prevention and management of harassment and other forms of domestic/work related abuses	MFO: General Administration and Support	Conduct of an activity to promote anti-violence/safety of women and children, and to empower women to protect themselves and their children from any form of danger	No. of attendees in the activities conducted to promote anti-violence/safety for women and children, and to empower women to protect themselves and their children from any form of danger- at least 20-50 participants attended the activities sponsored/hosted by the CO GFPS	160,856.20 7,524,722.00	GAA GAA	Central Office Regional GAD





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27	Limited awareness of COA personnel in addressing sexual harassment, discrimination and other forms of violence against women	There is a need to maintain the operation of the VAWHelp Desk in order toaddress ViolenceAgainst Women andtheir Children (VAWC)and Sexual Harassment (SH)concerns of COAemployees	Increased awareness of COAemployees' human rights on the prevention andmanagement of harassment and other forms of domestic/work related abuses	MFO: General Administration and Support	Maintain women's help desk for legal assistance andcounseling for VAW and SexualHarassment by 1.) responding togender-based violence casesbrought to the office2) assist victims of VAW in securing protection andaccess necessary services 3.) keep VAW case recordsconfidential and secured and 4.) develop gender-responsiveplan in addressinggender-based violence, including support services, capacity building andreferral system	Continuous maintenance ofWomen's Help Desk in theCOA Regional Office-90% ofcases reported were resolved - 100% assistance toCOA women employeesseeking assistance (twohours schedule once a weekor if prior appointment ismade) 100% ofcomplainants assisted andgiven necessary services	520,338.91 379,478.66	GAA GAA	Central Office Regional GAD
28	Limited awareness of COA personnel in addressing sexual harassment, discrimination and other forms of violence against women	There is a need to maintain the operation of the VAWHelp Desk in order toaddress ViolenceAgainst Women andtheir Children (VAWC)and Sexual Harassment (SH) concerns of COAemployees	Increased awareness of COA employees' human rights on the prevention and management of harassment and other forms of domestic/work related abuses	MFO: General Administration and Support	Establish a Legal Help Desk by the Regional MOVE	No of Legal Help Desk establish - 1 Legal Help desk established in CAR	MOOE 20,000.00 PS 11,380.66	GAA GAA	Regional GAD





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29	Low level of appreciation and knowledge of COA auditors on GAD; GAD Planning, Budgeting and Auditing	Limited opportunities for auditors to attend capacity development activities on GAD issues and policies	Strengthen GAD appreciation and capacities of auditors to understand GAD planning, budgeting and auditing	MFO: General Administration and Support	Conduct trainings/seminars on GAD and other GAD related trainings/seminars:	No. of seminar conducted - 100% trainings/seminars conducted  No. of Personnel who acted as resource persons in GAD Orientation, Audit of GAD Funds Seminar, and Gender-Responsive Governance - at least 2  No. of attendees- 100% attendees participated	PS 2,605,167.13 PS 3,151,103.32 MOOE 514,233.72 MOOE 243,906.35 PS 114,882.67	GAA GAA GAA GAA	Regional GAD Central Office
30	Lack/limited trainers on GPB & GA	Resource Pool is limited to one Accredited GAD Champion. There is a need for additional trainer on GPB and GA	Increased number of trainers on GPB and GA	MFO: General Administration and Support	Attend GAD trainings sponsored by COA Central Office	Increase in the number of accredited GAD resource persons- at least 4 participants	40,000.00 41,329.92	GAA GAA	Regional GAD





	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
31	Low level of knowledge of COA GAD Committees inthe use of genderanalysis and tools (e.g. GMEF, HGDG)to further mainstream GAD inCOA systems and processes	There is a limitedtraining opportunitiesto COA GADcommittee membersto enhance theircapacities on genderbased analysis and use of GAD tools	Enhanced knowledge of COA GAD Committees on gender analysis with GA tools	MFO: General Administration and Support	Participate in GAD meetings by the Central and/or Regional on the Update on GAD analysis and GA Tools conducted by PIDS and other agencies	No. of GFPS Committeemembers attended themeeting/training- at least 98% of GFPS Committee members attended the meeting/training	PS 88,069.21	GAA	Regional GAD Central Office
32	Irregular maintenance of the COA-GAD database may result in insufficient data for planning, budgeting, and policy-making.	The existing database requires updating to ensure the generation of accurate sex-disaggregated data and other gender statistics necessary for addressing GAD-related concerns	Reliable and factual data as bases for planning, budgeting, programming and policy formulation	MFO: General Administration and Support	Maintain and update COA database, GAD website and Information System	Updated and well-maintained database, GAD website and Information System - 100% Updated and well-maintained database	MOOE 915,000.00 PS 3,045,628.27	GAA GAA	Regional GAD  Database and Website Development and Maintenance Committee





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	1	2	3	4	5	6	7	8	9
33	Limited awareness and understanding of gender-related concerns among employees, leading to unconscious biases, workplace inequality, and lack of support for gender-responsive policies	Insufficient knowledge of gender-responsive mechanisms and their impact on workplace dynamics	To enhance employees' awareness, knowledge, and skills on gender and development (GAD) concepts through learning sessions, promoting a gender-sensitive and inclusive workplace	MFO: General Administration and Support	Conduct GAD Learning Sessions (GLS)	No. of offices conducted GLS /Number of personnel participated - 100% of Central Office/Regional Offices conducted GLS	MOOE 8,290,531.94 PS 49,869,229.30	GAA GAA	Central Office Regional GAD
						SUB-TOTAL	1,619,850,719.70	GAA	
						TOTAL GAD BUDGET	1,619,850,719.70		

FORTUNATA M. RUBICO

Assistant Commissioner, Chair, Technical Working Group, COA GFPS

Approved By:

GAMALIEL A. CORDOBA

O4/04/2025



FORTUNATA N. RUBICO ASSISTANT COMMISSIONER, CHAIR, TECHNICAL WORKING GROUP, COA GFPS

GAMALIEL A. CORDOBA CHAIRPERSON

